

## DEPARTMENT OF PERSONNEL ADMINISTRATION

### LABOR RELATIONS DIVISION

1515 "S" STREET, NORTH BUILDING, SUITE 400  
SACRAMENTO, CA 95814-7243



On March 17, 2006, the Department of Personnel Administration submitted the following Addendum Agreement to the Legislative Analyst and the Members of the Legislature, along with a summary of its provisions.

To read a copy of that summary, [click here](#).

Date: March 10, 2006  
@ 4:58 AM

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, approved educational

**The State of California**

**SEIU Local 1000**

March 10, 2006

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- C. Effective August 7, 2006, all full-time DJJ/CEA Unit 3 eligible employees shall work a 220 Academic Calendar year.
- D. If the DJJ/CEA authorizes a Super Summer Program, DJJ/CEA Unit 3 SE employees, who meet the qualifications for the work needed, shall be offered this additional work assignment prior to seeking outside resources. If two or more individuals are interested in the same assignment, the employee with the most state seniority shall be given the assignment.
- E. Employees shall be compensated for said work at their normal daily rate of pay.
- F. All salary earned, as described above, shall be considered compensation for purpose of retirement contributions.

**Academic Calendar**

During the term of this Contract, the Superintendent of Education hereby agrees that he/she will provide the Union with copies of the proposed academic calendar(s) for the CDCR-DJJ for the following academic year by April 15. If the Union wishes to meet and confer relative to these calendars, it must request to do so. If a request to meet and confer is made and agreement on the calendar is not reached within 30 days from the date of notice to the Union, the Superintendent shall be free to implement the calendar(s) unilaterally. In the event of an emergency or of events beyond the control of the Superintendent of Education, CDCR-DJJ shall be free to make such change in any or all of the academic calendars for the CDCR-DJJ as are required by operational necessity.

**Summer Semester Leave**

- The Superintendent of Education may grant, upon request of a permanent full time DJJ/CEA Unit 3 eligible employee, a leave of absence for the summer semester up to 30 scheduled school days.
- DJJ/CEA Unit 3 eligible employees who have accrued Educational Leave will be permitted to use approved Educational Leave in accordance with Article 8.19 of the MOU to pay for all educational related activities completed during the Summer Semester.

**Educational Leave**

- For the implementation period of the CDCR, DJJ, Educational Remedial Plan, beginning April 1, 2006 and through July 31, 2006, DJJ/CEA Unit 3 eligible employees shall continue to accrue and utilize Educational Leave pursuant to the 2002-2003 MOU Article 8.19.
- Effective August 1, 2006, all full-time DJJ/CEA Unit 3 eligible employees shall stop Educational Leave accrual, pursuant to the MOU Article 8.19.
- All full-time DJJ/CEA Unit 3 eligible employees shall be permitted to retain the Educational Leave credits accrued prior to the termination described in paragraph B above.

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- For the implementation period of the CDCR, DJJ, Educational Remedial Plan, beginning April 1, 2006 and through July 31, 2006, all full-time DJJ/CEA Unit 3 eligible employees shall continue to accrue and utilize Vacation pursuant to the 2002-2003 MOU Article 8.1.
- Effective August 1, 2006, all full-time DJJ/CEA Unit 3 eligible employees shall stop Vacation Leave accrual, pursuant to the MOU Article 8.1.
- All full-time DJJ/CEA Unit 3 eligible employees shall be permitted to retain the Vacation Leave credits accrued prior to the termination described in paragraph B above.
- Effective August 1, 2006, all full-time DJJ/CEA Unit 3 eligible employees shall be precluded from using Vacation Leave credits, except pursuant to the 2002-2003 MOU, Article 8.16, FMLA provision, and exceptional situations not covered by Personal Necessity Leave, on a case-by-case basis and subject to supervisory approval.
- Any DJJ/CEA Unit 3 SE employee employed as of April 1, 2006 who has had vacation approved during the transition period of April 1, 2006 and July 12, 2006, shall have their vacation approval honored.

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## DJJ Academic Teacher/Vocational Instructor Salary Schedule

- 20 work days  $\times$  5.4%.

**The State of California**

**SEIU Local 1000**

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ranges shall be based upon earning 12 units for each future range advancement, through Range E,.

**Additional Instructional Assignments**

- Effective August 1, 2006, a full-time DJJ/CEA Unit 3 eligible employee, who is authorized or directed (no employee will be directed prior to the solicitation of volunteers) to provide additional instructional assignments outside of the regular work schedule, shall be compensated in the following manner:
  - Additional instructional service shall be compensated in 15-minute increments.
  - Each hour of additional instructional service shall be compensated equivalent to one-eighth (1/8) of the employees daily rate of pay.
  - Additional instructional service shall be compensated on a cash basis.

**Savings Clause**

Should any provision(s) of this Contract be found unlawful by a court of competent jurisdiction or invalidated by subsequently enacted legislation, the remainder of the Contract shall continue in-force. Upon occurrence of such an event, the parties shall meet and confer as soon as practical to renegotiate the invalidated provision(s).

**Bargaining Unit 3 Teacher Service Credit**

Bargaining Unit 3 employees who work in the Department of Mental Health, Department of Developmental Services, Department of Education, or Department of Rehabilitation who transfer to DJJ will be granted full state service credit and be placed accordingly on the DJJ salary schedule.

**Credits for Salary Advancement**

- Acceptable credits will be limited to new semester (or equivalent quarter) credits earned in an accredited college or university, including credits for continuing education courses if taken from an accredited college or university. In addition, vocational education teachers shall receive one (1) unit of semester credit for each forty-five (45) hours worked in industry in a position directly related to the teacher's vocational education instructional area. College credits, continuing education credits and any work credits from industry for vocational education teachers will be pertinent to the employee's position and not be a repetition of previously acquired credits or work experience.
- Continuing education units required for current professional license/certification and/or continuing education units or work experience directly related to course curriculum and/or professional development, that are offered by approved providers may be accepted for salary advancement with prior approval from an immediate supervisor.

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The State of California  
SEIU Local 1000

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- For the purposes of salary advancement DJJ/CEA Unit 3 SE employees may also receive both professional growth and salary advancement as long as there has been prior approval for such an action from an immediate supervisor or program director as follows:
  - Credits used for salary advancement shall have some relevance to the field of instruction of the teacher or specialist seeking credit.
  - In lieu credit may be granted for engaging in projects and/or CEA approved workshops regarding the improvement of instruction and curriculum within the teacher's school or community at the rate of fifteen hours equal one credit.
    - No more than three (3) credits will be granted in one year.

**Joint Labor Management Committee**

The CDCR, DPA, and SEIU Local 1000 agree to meet in October 2006 to review issues that may arise as a consequence of implementing the Remedial Plan.

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- Top left: A vertical line with a hook.  
- Top right: A circle containing "KJ".  
- Middle left: A circle containing "HLL".  
- Middle right: A circle containing "RJ".  
- Bottom left: A circle containing "Pdl".  
- Bottom right: A circle containing "KA".

The State of California  
SEIU Local 1000  
ATTACHMENT A  
Academic Teachers

March 10, 2006  
4:58 AM  
MRS

<u>Class Code</u>	<u>Class Title</u>
2727	LNG SP & HRG SP
2734	RES SP/SP ED
9854	SCHOOL PSYCHOLOGST
2288	TEACHR HS-EM/LN HD CF
3077	TEACHR HS-MATH CF
3074	TEACHR HS-ELA CF
2295	TEACHR HS-PE CF
3079	TEACHR HS-S SCI CF
3078	TEACHR HS-SCI CF
2290	TEACHR HS-G ED CF
2298	TEACHR LIBR CORR F
2294	TEACHR HS-MUSIC CF
2284	TEACHR HS-ARTS & CRFT CF
3075	TEACHR HS-ENG L D CF

JWG  
TH  
Bon  
Jms

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- A large circle containing "RA"  
- A circle containing "HSS"  
- A circle containing "P.H."  
- A circle containing "KA"  
- A signature "JWG" above the "HSS" circle



The State of California  
SEIU Local 1000  
ATTACHMENT B  
Career-Technical Instructors

March 10, 2006

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<u>Class Code</u>	<u>Class Title</u>
2442	VOC INS BARB PR CF
2398	VOC INST AUTO M CF
2854	VOC INST BLD MN CF
2422	VOC INST CUL AR CF
2849	VOC INST O S&RT CF
2852	VOC INST P G A CF
2673	VOC INST STK&SH CF
2855	VOC INST COMP&RELATED TECH CF
2428	VOC INST ELECTRONICS CF
	VOC INST HEAT & AIR COND CF
2600	VOC INST JNT SV CF
2630	VOC INST M&C WK CF
2677	VOC INST WLDING CF
2417	VOC INST CARPTY CF
2601	VOC INST LNDS G CF
2615	VOC INST MSNRY CF
2675	VOC INST UPHLST CF
2644	VOC INST PNTG CF
2423	VOC INST DF F&H CF
2614	VOC INST MC SP CF

*Jeanette Williams*  
FA

*Marlene Schultz*

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*Richard Reed*  
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*Kathy Skow*

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*Paula Handel*

**DJJ/CEA Unit 3 Salary Schedule 2005-06 220 Day Academic Calendar Year  
James A. Wieden High School**

March 10, 2006

@ 4:58 AM

*MR*

Academic	BA & Credential	BA+12 & Preliminary Credential	BA+24 & Professional Credential	BA+36 or MA & Professional Credential	BA+48 or MA+12 & Professional Credential	BA+60 or MA+24 & Professional Credential	BA+72 & MA or MA+36 & Professional Credential
Steps	Range A	Range B	Range C	Range D	Range E	Range F	Range G
1	\$239.55	\$247.93	\$256.61	\$265.59	\$274.89	\$284.51	\$294.47
2	\$247.93	\$256.61	\$265.59	\$274.89	\$284.51	\$294.47	\$304.77
3	\$256.61	\$265.59	\$274.89	\$284.51	\$294.47	\$304.77	\$315.44
4	\$265.59	\$274.89	\$284.51	\$294.47	\$304.77	\$315.44	\$326.48
5	\$274.89	\$284.51	\$294.47	\$304.77	\$315.44	\$326.48	\$337.91
6	\$284.51	\$294.47	\$304.77	\$315.44	\$326.48	\$337.91	\$349.74
7		\$304.77	\$315.44	\$326.48	\$337.91	\$349.74	\$361.98
8		\$315.44	\$326.48	\$337.91	\$349.74	\$361.98	\$374.65
9			\$337.91	\$349.74	\$361.98	\$374.65	\$387.76
10				\$361.98	\$374.65	\$387.76	\$401.33
15					\$387.76	\$401.33	\$415.38
20					\$401.33	\$415.38	\$429.91
25					\$415.38	\$429.91	\$444.96
Vocational	BA' & Preliminary Credential	BA' +12 & Professional Credential	BA' +24 & Professional Credential	BA' +36 & professional Credential	BA' + 48 & Professional Credential	BA+60 & Professional Credential	BA+72 and MA & Professional Credential

1. For DJJ/CEA employees in vocational instructor classifications the combination of college work and in-trade work experience totaling seven years will be accepted as equivalent to the Bachelor's Degree in Range A through E.

*JWG*  
*FA*  
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**DJJ/CEA Unit 3 Salary Schedule 2005-06 220 Day Academic Calendar Year  
Lyle Egan High School**

march 10, 2006  
@ 4:58 AM  
JR

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Academic	BA & Credential	BA+12 & Preliminary Credential	BA+24 & Professional Credential	BA+36 or MA & Professional Credential	BA+48 or MA+12 & Professional Credential	BA+60 or MA+24 & Professional Credential	BA+72 & MA or MA+36 & Professional Credential
Steps	Range A	Range B	Range C	Range D	Range E	Range F	Range G
1	\$251.90	\$260.72	\$269.84	\$279.29	\$289.06	\$299.18	\$309.65
2	\$260.72	\$269.84	\$279.29	\$289.06	\$299.18	\$309.65	\$320.49
3	\$269.84	\$279.29	\$289.06	\$299.18	\$309.65	\$320.49	\$331.70
4	\$279.29	\$289.06	\$299.18	\$309.65	\$320.49	\$331.70	\$343.31
5	\$289.06	\$299.18	\$309.65	\$320.49	\$331.70	\$343.31	\$355.33
6	\$299.18	\$309.65	\$320.49	\$331.70	\$343.31	\$355.33	\$367.77
7		\$320.49	\$331.70	\$343.31	\$355.33	\$367.77	\$380.64
8		\$331.70	\$343.31	\$355.33	\$367.77	\$380.64	\$393.96
9			\$355.33	\$367.77	\$380.64	\$393.96	\$407.75
10				\$380.64	\$393.96	\$407.75	\$422.02
15					\$407.75	\$422.02	\$436.79
20					\$422.02	\$436.79	\$452.08
25					\$436.79	\$452.08	\$467.90
Vocational	BA' & Preliminary Credential	BA' +12 & Professional Credential	BA' +24 & Professional Credential	BA' +36 & professional Credential	BA' + 48 & Professional Credential	BA+60 & Professional Credential	BA+72 and MA & Professional Credential

1. For DJJ/CEA employees in vocational instructor classifications the combination of college work and in-trade work experience totaling seven years will be accepted as equivalent to the Bachelor's Degree in Range A through E.

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**DJJ/CEA Unit 3 Salary Schedule 2005-06 220 Day Academic Calendar Year  
DeWitt Nelson, Johanna Boss and N.A. Chaderjian High Schools**

*March 10, 2006  
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for  
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Academic	BA & Credential	BA+12 & Preliminary Credential	BA+24 & Professional Credential	BA+36 or MA & Professional Credential	BA+48 or MA+12 & Professional Credential	BA+60 or MA+24 & Professional Credential	BA+72 & MA or MA+36 & Professional Credential
Steps	Range A	Range B	Range C	Range D	Range E	Range F	Range G
1	\$244.85	\$253.42	\$262.29	\$271.47	\$280.97	\$290.80	\$300.98
2	\$253.42	\$262.29	\$271.47	\$280.97	\$290.80	\$300.98	\$311.52
3	\$262.29	\$271.47	\$280.97	\$290.80	\$300.98	\$311.52	\$322.42
4	\$271.47	\$280.97	\$290.80	\$300.98	\$311.52	\$322.42	\$333.71
5	\$280.97	\$290.80	\$300.98	\$311.52	\$322.42	\$333.71	\$345.39
6	\$290.80	\$300.98	\$311.52	\$322.42	\$333.71	\$345.39	\$357.47
7		\$311.52	\$322.42	\$333.71	\$345.39	\$357.47	\$369.99
8		\$322.42	\$333.71	\$345.39	\$357.47	\$369.99	\$382.93
9			\$345.39	\$357.47	\$369.99	\$382.93	\$396.34
10				\$369.99	\$382.93	\$396.34	\$410.21
15					\$396.34	\$410.21	\$424.57
20					\$410.21	\$424.57	\$439.43
25					\$424.57	\$439.43	\$454.81
Vocational	BA' & Preliminary Credential	BA' +12 & Professional Credential	BA' +24 & Professional Credential	BA' +36 & professional Credential	BA' + 48 & Professional Credential	BA+60 & Professional Credential	BA+72 and MA & Professional Credential

1. For DJJ/CEA employees in vocational instructor classifications the combination of college work and in-trade work experience totaling seven years will be accepted as equivalent to the Bachelor's Degree in Range A through E.

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**DJJ/CEA Unit 3 Salary Schedule 2005-06 220 Day Academic Calendar Year  
Mary B. Perry High School**

March 10, 2006  
@ 4:58 am

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*MAD*

Academic	BA & Credential	BA+12 & Preliminary Credential	BA+24 & Professional Credential	BA+36 or MA & Professional Credential	BA+48 or MA+12 & Professional Credential	BA+60 or MA+24 & Professional Credential	BA+72 & MA or MA+36 & Professional Credential
Steps	Range A	Range B	Range C	Range D	Range E	Range F	Range G
1	\$228.99	\$237.00	\$245.30	\$253.89	\$262.77	\$271.97	\$281.49
2	\$237.00	\$245.30	\$253.89	\$262.77	\$271.97	\$281.49	\$291.34
3	\$245.30	\$253.89	\$262.77	\$271.97	\$281.49	\$291.34	\$301.54
4	\$253.89	\$262.77	\$271.97	\$281.49	\$291.34	\$301.54	\$312.09
5	\$262.77	\$271.97	\$281.49	\$291.34	\$301.54	\$312.09	\$323.01
6	\$271.97	\$281.49	\$291.34	\$301.54	\$312.09	\$323.01	\$334.32
7		\$291.34	\$301.54	\$312.09	\$323.01	\$334.32	\$346.02
8		\$301.54	\$312.09	\$323.01	\$334.32	\$346.02	\$358.13
9			\$323.01	\$334.32	\$346.02	\$358.13	\$370.66
10				\$346.02	\$358.13	\$370.66	\$383.64
15					\$370.66	\$383.64	\$397.07
20					\$383.64	\$397.07	\$410.96
25					\$397.07	\$410.96	\$425.35
Vocational	BA' & Preliminary Credential	BA' +12 & Professional Credential	BA' +24 & Professional Credential	BA' +36 & professional Credential	BA' + 48 & Professional Credential	BA+60 & Professional Credential	BA+72 and MA & Professional Credential

1. For DJJ/CEA employees in vocational instructor classifications the combination of college work and in-trade work experience totaling seven years will be accepted as equivalent to the Bachelor's Degree in Range A through E.

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*John*  
*Bob*  
*Jim*

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**DJJ/CEA Unit 3 Salary Schedule 2005-06 220 Day Academic Calendar Year  
Jack B. Clarke High School**

march 10, 2006  
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*MRS*

Academic	BA & Credential	BA+12 & Preliminary Credential	BA+24 & Professional Credential	BA+36 or MA & Professional Credential	BA+48 or MA+12 & Professional Credential	BA+60 or MA+24 & Professional Credential	BA+72 & MA or MA+36 & Professional Credential
Steps	Range A	Range B	Range C	Range D	Range E	Range F	Range G
1	\$242.09	\$250.56	\$259.33	\$268.41	\$277.80	\$287.53	\$297.59
2	\$250.56	\$259.33	\$268.41	\$277.80	\$287.53	\$297.59	\$308.01
3	\$259.33	\$268.41	\$277.80	\$287.53	\$297.59	\$308.01	\$318.79
4	\$268.41	\$277.80	\$287.53	\$297.59	\$308.01	\$318.79	\$329.94
5	\$277.80	\$287.53	\$297.59	\$308.01	\$318.79	\$329.94	\$341.49
6	\$287.53	\$297.59	\$308.01	\$318.79	\$329.94	\$341.49	\$353.44
7		\$308.01	\$318.79	\$329.94	\$341.49	\$353.44	\$365.81
8		\$318.79	\$329.94	\$341.49	\$353.44	\$365.81	\$378.62
9			\$341.49	\$353.44	\$365.81	\$378.62	\$391.87
10				\$365.81	\$378.62	\$391.87	\$405.59
15					\$391.87	\$405.59	\$419.78
20					\$405.59	\$419.78	\$434.47
25					\$419.78	\$434.47	\$449.68
Vocational	BA' & Preliminary Credential	BA' +12 & Professional Credential	BA' +24 & Professional Credential	BA' +36 & professional Credential	BA' + 48 & Professional Credential	BA+60 & Professional Credential	BA+72 and MA & Professional Credential

1. For DJJ/CEA employees in vocational instructor classifications the combination of college work and in-trade work experience totaling seven years will be accepted as equivalent to the Bachelor's Degree in Range A through E.

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**DJJ/CEA Unit 3 Salary Schedule 2005-06 220 Day Academic Calendar Year  
Sacramento Parole School and CEA Office**

*March 10, 2006  
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Academic	BA & Credential	BA+12 & Preliminary Credential	BA+24 & Professional Credential	BA+36 or MA & Professional Credential	BA+48 or MA+12 & Professional Credential	BA+60 or MA+24 & Professional Credential	BA+72 & MA or MA+36 & Professional Credential
Steps	Range A	Range B	Range C	Range D	Range E	Range F	Range G
1	\$241.05	\$249.49	\$258.22	\$267.26	\$276.61	\$286.29	\$296.31
2	\$249.49	\$258.22	\$267.26	\$276.61	\$286.29	\$296.31	\$306.68
3	\$258.22	\$267.26	\$276.61	\$286.29	\$296.31	\$306.68	\$317.42
4	\$267.26	\$276.61	\$286.29	\$296.31	\$306.68	\$317.42	\$328.53
5	\$276.61	\$286.29	\$296.31	\$306.68	\$317.42	\$328.53	\$340.02
6	\$286.29	\$296.31	\$306.68	\$317.42	\$328.53	\$340.02	\$351.93
7		\$306.68	\$317.42	\$328.53	\$340.02	\$351.93	\$364.24
8		\$317.42	\$328.53	\$340.02	\$351.93	\$364.24	\$376.99
9			\$340.02	\$351.93	\$364.24	\$376.99	\$390.19
10				\$364.24	\$376.99	\$390.19	\$403.84
15					\$390.19	\$403.84	\$417.98
20					\$403.84	\$417.98	\$432.61
25					\$417.98	\$432.61	\$447.75
Vocational	BA <sup>1</sup> & Preliminary Credential	BA <sup>1</sup> +12 & Professional Credential	BA <sup>1</sup> +24 & Professional Credential	BA <sup>1</sup> +36 & professional Credential	BA <sup>1</sup> + 48 & Professional Credential	BA+60 & Professional Credential	BA+72 and MA & Professional Credential

1. For DJJ/CEA employees in vocational instructor classifications the combination of college work and in-trade work experience totaling seven years will be accepted as equivalent to the Bachelor's Degree in Range A through E.

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**DJJ/CEA Unit 3 Salary Schedule 2005-06 220 Day Academic Calendar Year  
Marie C. Romero High School**

March 10, 2006  
@ 4:58 AM  
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Academic	BA & Credential	BA+12 & Preliminary Credential	BA+24 & Professional Credential	BA+36 or MA & Professional Credential	BA+48 or MA+12 & Professional Credential	BA+60 or MA+24 & Professional Credential	BA+72 & MA or MA+36 & Professional Credential
Steps	Range A	Range B	Range C	Range D	Range E	Range F	Range G
1	\$233.50	\$241.67	\$250.13	\$258.89	\$267.95	\$277.32	\$287.03
2	\$241.67	\$250.13	\$258.89	\$267.95	\$277.32	\$287.03	\$297.08
3	\$250.13	\$258.89	\$267.95	\$277.32	\$287.03	\$297.08	\$307.47
4	\$258.89	\$267.95	\$277.32	\$287.03	\$297.08	\$307.47	\$318.24
5	\$267.95	\$277.32	\$287.03	\$297.08	\$307.47	\$318.24	\$329.37
6	\$277.32	\$287.03	\$297.08	\$307.47	\$318.24	\$329.37	\$340.90
7		\$297.08	\$307.47	\$318.24	\$329.37	\$340.90	\$352.83
8		\$307.47	\$318.24	\$329.37	\$340.90	\$352.83	\$365.18
9			\$329.37	\$340.90	\$352.83	\$365.18	\$377.97
10				\$352.83	\$365.18	\$377.97	\$391.19
15					\$377.97	\$391.19	\$404.89
20					\$391.19	\$404.89	\$419.06
25					\$404.89	\$419.06	\$433.72
Vocational	BA' & Preliminary Credential	BA' +12 & Professional Credential	BA' +24 & Professional Credential	BA' +36 & professional Credential	BA' + 48 & Professional Credential	BA+60 & Professional Credential	BA+72 and MA & Professional Credential

1. For DJJ/CEA employees in vocational instructor classifications the combination of college work and in-trade work experience totaling seven years will be accepted as equivalent to the Bachelor's Degree in Range A through E.

*Janette Williams Gibson*  
FA

*Marlene Schultz*

*Imbary*  
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*Richard Rios Jr.*  
*[Signature]*

*Kathy Skow*

*[Signature]*  
*Pamela Handley*